



Prevention of Sexual Harassment (POSH) Training

Mission: USAG Picatinny Arsenal provides installation capabilities and services that support a center of excellence for integrating research, development, and engineering of armaments and munitions systems enabling continued firepower dominance by the United States Military and sustaining a community in which Soldiers, Families, and Civilians can thrive.

**The Army's Home in
Northern New Jersey**

Overview

- *TASK: Identify situations of sexual harassment and recommend appropriate corrective action.*
- *CONDITIONS: In a classroom environment.*
- *STANDARDS: Correctly identify situations of sexual harassment and recommend appropriate corrective action.*



Introduction

- *Why the Army has a policy*
- *Sexual harassment affects everyone*
- *The eradication and prevention of sexual harassment is not just a moral imperative; it is a readiness issue.*

Policy

- *Sexual harassment is defined in AR 690-600*
 - Rejection is made either explicitly or implicitly
 - Is made as a basis for career or employment decisions
 - Such conduct interferes with an individual's performance
- *Sexual harassment is defined in AR 690-600*
Further states, if in a supervisory or command position...



Categories of Sexual Harassment

- *“Quid Pro Quo”*
- *Hostile Environment*

“Quid Pro Quo”

- *Latin term essentially means “this for that”*
- *Can also involve promising favorable actions*
- *Can also have an adverse effect on third persons*



Hostile Environment

- *Occurs when someone is subjected to offensive, unwanted, and unsolicited comments and behavior of a sexual nature*
- *Brings the topic of sex or biased gender differences into the workplace in any one of a number of forms*
- *An example would be...*

Impact vs. Intent

- *Joking or horseplay must be evaluated on its appropriateness and offensiveness as perceived by the RECIEPIENT*
- *When attention of a sexual nature is neither wanted, initiated, nor solicited, it is considered “unwelcome”*
- *In determining whether such behavior constitutes sexual harassment, a primary concern is the impact of the act upon the victim*



~~Reasonable Person and~~ Reasonable Woman Standards

- *Standards used to predict the expected reaction to or impact of perceived offensive behaviors on the recipient*
- *The purpose of adopting a “reasonable woman’s standard” is to avoid the issue of male bias which could exist in a “reasonable person’s standard”*



Sexual Harassment Behavior

- *Common examples include:*
 - Verbal Comments
 - Nonverbal Gestures
 - Printed Material
 - Physical Contact

Verbal Comments

- *Include:*
 - Telling sexual jokes
 - Using profanity
 - Off-color sexual comments
 - Threats, or
 - Barking, growling, oinking, and whistling at passersby
- *Repeatedly using innocent “terms of endearment”*
 - Such as “honey,” “baby,” “sweetheart,” or “dear”

Nonverbal Gestures

- *Include:*
 - Leering
 - Ogling (giving the person “the eye” or “once over”)
 - Blowing kisses
 - Licking lips, or
 - Winking



Printed Material

- *Include:*
 - Sexually oriented notes, letters or faxes
 - Visibly posting sexual sayings

Physical Contact

- *Include:*
 - Touching
 - Patting
 - Hugging
 - Pinching
 - Grabbing
 - Cornering, and
 - Kissing



Victim Impact

- *Interferes with Work Performance*
- *Creates Hostile Environment*
- *Promotes Negative Stress*
- *Creates Fear and Anxiety*



Sexual Harassment Checklist

- *Is the behavior inappropriate for the workplace?*
- *Is the behavior sexual in nature or connotation?*
- *Is the conduct unwanted, unwelcome, or unsolicited?*
- *Do the elements of power, control or influence exist?*



Sexual Harassment Checklist Continued

- *Does the situation indicate a quid pro quo relationship?*
- *Does the behavior create a hostile or offensive environment?*
- *Is the behavior repeated as it relates to gender treatment?*
- *How would a “reasonable person” or “reasonable woman” be affected?*

Coping Mechanisms

- *Denial*
- *Rationalization*
- *Avoidance*

Denial

- *Most frequently used coping mechanism*
 - Allows the victim to “write the incident off”

Rationalization

- *Rationalization is another coping mechanism that allow victims of sexual harassment to avoid dealing with an emotional incident*
- *Another form of rationalization relates to a person dealing with a sense of having little or no power*
- *Rationalization as well as denial precludes or reduces personal feelings of pain and injustice*
- *Joking about the harassment is another form of rationalization used to release tension and strengthen one's self-esteem*

Avoidance

- *Behavior associated with avoidance is easily misinterpreted as abnormal, inappropriate, or bizarre*
- *Depending on the severity of harassment, avoidance can cause actual physical ailments*
 - This hinders the organization's ability to effectively accomplish its mission



Components of Prevention

- *Total Leadership Commitment*
- *Reporting Sexual Harassment*
- *Disciplinary/Administrative Actions*



Total Leadership Commitment

- *Success is dependent upon commitment you and our leadership*
- *Commitment is multifaceted*
- *A policy memorandum*
- *Point of contact and reference information*



Reporting Sexual Harassment

- *The chain of command is the primary channel*
 - You are encouraged to bring it to the first-line supervisor for resolution at the lowest possible level first
- *AR 690-600 details the Army's EEO complaint process*
 - Within **45 Calendar Days** from the date of alleged incident to contact an EEO Official



Techniques for Prevention

- *Talking*
- *Intermediary*
- *Letter*
- *Confronting*
- *Reporting*

Talking

- *Benefits*
 - Stress reliever
 - Provide alternatives on how to address the issue
 - Must be someone you can trust, preferably in a leadership role in the organization
 - Talking, in and of itself, may not resolve the problems
 - At some point you may have to act

Intermediary

- *May not want to take a more direct approach*
- *An intermediary does not speak for the victim, but relates what behavior the victim wants stopped*



Letter

- *Write the harasser a letter*
 - Professional
 - Polite
 - Specific about what behaviors are offensive and unwelcome
- *Gives the victim a chance to handle the situation*
- *Avoids formal charges and public confrontations*
- *Gives the harasser the opportunity to look at the impact of his or her behavior*

Confronting

- *Employees are encouraged to take this course of action when appropriate to do so*
 - Depends on the severity of the act and victims confidence for success
- *Confront their harasser at the time of the act or very soon*

Reporting

- *Often viewed as a last resort by most*
- *Depending on severity “reporting” may be the appropriate first course of action*
- *Reporting must deal with facts*

Summary

- *Defined Sexual Harassment*
 - Army's policy
- *How to correctly identify situations of sexual harassment*
- *Provide recommendations for appropriate corrective action*



Summary

- *Where to go to file a complaint*
- *Office of Equal Employment Opportunity (EEO)*
 - Building 1, **Room 339**
 - **Phone Number Ext. (6367,6368,6953)**
- *AR 600-690 outlines complaint processing*
 - Contact an EEO Official – ***Within 45 calendar days*** from date of alleged incident to make initial contact





Questions?





UNCLASSIFIED



CERTIFICATE OF COMPLETION

Print Name



Directorate



**I hereby certify that I have completed the 2010
PICA Prevention of Sexual Harassment
Refresher Training.**

Signature

Date

UNCLASSIFIED



IMCOM
SOLDIERS • FAMILIES • CIVILIANS



INSTALLATION MANAGEMENT COMMAND



IMCOM
SOLDIERS • FAMILIES • CIVILIANS

“Sustain, Support and Defend”